

Job Description

Division:	Children's, Women's and Diagnostics
Job Title:	Consultant Neuro-Diagnostic Radiologist
Band:	Consultant
Location:	University Hospital of North Midlands
Hours of Duty:	11.25 PA
Managerially accountable to:	Clinical Director of Imaging
Professionally accountable to:	Medical Director Clinical Director of Imaging
Key Relationships:	Head of Imaging Directorate Manager & Professional Head Radiologists Modality Leads Advanced Practitioners Radiographers Imaging Nursing Team Clerical staff and other staff working in the Imaging Directorate Referring Clinicians and Nursing Staff throughout UHNM Divisional Management Team Multidisciplinary Team Meeting colleagues

Role Summary

We are looking for an enthusiastic and skilled Consultant Diagnostic Neuro Radiologist with an interest in Head and Neck imaging, to join a team of 7 Neuro-radiologists in a busy, dynamic department of 48 WTE radiology consultants delivering first class emergency and non-acute services.

We are a Level 1 Trauma centre and support the acute stroke mechanical thrombectomy service 24/7. The post-holder will be involved in allied acute imaging, underpinning these services. The successful candidate will also support a network of regional services and together with a team of allied clinicians, surgeons and oncologists will deliver and develop a high quality, evidence based, patient centred service.

Currently we provide advanced imaging to support trauma, oncology, stroke, spine, dementia, ENT and maxillofacial services. We also have adequate support from the clinical scientists to perform and improve the specialist MRI for brain tumour, stroke, etc. Planned service developments include thyroid nodule US guided microwave ablation.

We are a teaching hospital and therefore there is a requirement to contribute to training a large cohort of radiology trainees (currently 38 on our training programme). We are a part of the West Midlands Deanery, if interested the appointee can be part of the West Midlands radiology academy teaching faculty. There will also be opportunities to get involved in undergraduate (with our affiliated Keele Medical School) and clinical teaching.

Currently the radiology department across the sites is equipped with:

8 CT scanners

7 MR scanners (3 3T scanners, of which one 3 T is dedicated to do more Neuro imaging including functional, spectroscopy and DTI),

One biplane fluoro intervention suite for neuro intervention, 2 single plane for other vascular interventions,
25 ultrasound rooms

The US guided FNA sessions are supported by cytology technicians.

Working in an Acute Teaching Hospital with a strong commitment to clinical excellence, teaching and research will provide exciting new opportunities to a motivated candidate.

About our Trust

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are the specialist centre for major trauma for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages. We aim to ensure that everyone in the Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research. The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort. Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at www.uhnmcharity.org.uk.

Royal Stoke University Hospital

Royal Stoke University Hospital was rebuilt in 2012 as part of a £400m initiative to bring all hospital services in Stoke-on-Trent onto one large campus site. Royal Stoke is a great place to work, learn and research. The hospital campus holds 80% of the Trust's services, including the Major Trauma Centre and Emergency Centre. Royal Stoke receives major trauma patients from as far afield as Anglesey in North Wales and in total serves more than three million people. The A&E sees close to 150,000 people a year, making it one of the busiest departments in the country.

Many of UHNMs 450 consultants are based at Royal Stoke, and the main specialist services for the region are located here. These services include the major specialties of Cardiovascular, Neurosciences, Metabolic/GI, Women's & Children's, Musculo-Skeletal Services/Trauma and Oncology. To deliver all these services and the many others we provide the Trust has created major departments to deliver the patient care.

County Hospital

County Hospital is the sister hospital to Royal Stoke University Hospital which has been extensively refurbished into a vibrant modern acute local hospital. The hospital provides a range of acute services across its 180 beds, including:

- Accident and Emergency and Acute Medicine
- Women's Health Centre
- Renal Dialysis
- Bariatric Surgery
- Endoscopy
- MRI diagnostics
- Outpatients

Key Areas/Tasks

At UHNM the Neuroradiologists work closely with their colleagues in Head and Neck, Neurosurgery, Neurosciences, Spine and Oncology through cancer MDT's and joint clinico-radiological conferences. Neuro MDTs are established, with cover in rotation between all the radiologists. The MDTs are a sessional commitment.

This is a full time Neuroradiology post which, in conjunction with 7 other Consultant Neuroradiology colleagues, will provide a comprehensive neuroradiology and head and neck service to the University Hospital of North Midlands NHS Trust.

The post holder will contribute to the provision of a first-class service supporting Head and Neck, ENT, Neurosurgery, Spinal Surgery, Neurology, Stroke Team and Oncology.

Successful applicants will contribute to a 1:7 diagnostic neuro on-call rota, scheduling of sessions is by mutual agreement.

A desirable but not essential attribute would be the ability to contribute to the service for USS, fluoroscopy and CT guided intervention.

The Imaging Directorate aims to be one of the best in the country and we are proud to have achieved QSI accreditation for 9 consecutive years. UHNM has also been accredited as a BSIR Exemplar site having "demonstrated a commitment to the development of high quality IR services" through "committed clinical leadership and commitment from the Interventional team" The post holder will be expected to engage in these accreditations and contribute with audit and quality improvement initiatives.

There are many opportunities provided by working in an Acute Teaching Hospital with a strong commitment to clinical excellence, teaching and research, and a high quality patient experience.

UHNM is a standalone training scheme (a part of West Midlands School of Radiology). We currently have 38 trainees. The diagnostic on-call services are well supported by radiology trainees 24/7. The post-holder will be expected to support the registrars on-call and contribute to teaching and training integrated with service delivery.

A flexible approach will be required to working for our Trust, particularly for on-call. Therefore, applicants must hold a valid driving licence as travel will be an essential part of the role.

The appointed radiologist would be expected to contribute to:

- On call
- Cross-site working at the County Hospital
- Real time hot seat reporting

Any applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

Opportunities exist for flexible working, extended working day and weekend working and additional PA's, depending on service need. The appointee shall also be provided with home diagnostic workstations, so that some or the on-call work and mutually agreed non-emergency work can be delivered from home.

The post-holder is required to work on both main hospital sites Royal Stoke Hospital and County Hospital.

The job plan will be agreed with the successful candidates and will be based on a 40 hour working week.

The job plan will include:-

4 PA of CT/MRI Reporting

1.125 PA of MDT

1 PA of U/S / Reporting

1 PA of Intervention (spine/neck)

2 SPA comprising one SPA for CPD and a second SPA dedicated to Trust and other activity

2.125 PA On-Call (1:7)

Weekday 2 hours predictable 1 hour unpredictable

Weekend 18 hours predictable 3 hours unpredictable

11.25 PA Total

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

Personal/Professional Development

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

Standards of Behaviour

We have four core values and promises we advocate as an organisation.

To work together

To work as a team helping achieve our goals and support others to make positive changes.
To be appreciative acknowledge and thank people for their efforts and contributions.
To be Inclusive open and honest, welcome people's views and opinions and involve people in decisions that affect them.

To have compassion

To be supportive by being empathetic and reassuring and supporting people when they need it.
To be respectful and treat people fairly, with respect and dignity, protect their privacy and help them feel comfortable.
To be friendly by being welcoming and approachable. Making eye contact, saying hello and introducing yourself.

To ensure safety

We communicate well and explain clearly, share relevant and timely information and keep people updated.
We are organised and plan ahead, manage time and be prompt in what we do.
We speak up and contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values.

To continuously improve

By listening and welcoming people's views and ideas, invite people to ask questions and share their opinions and respond to what we hear.
By learning and sharing best practice, celebrating good performance and supporting others to use their skills, learn and grow.
By taking responsibility and a positive attitude, to act and encourage people to take the initiative and make improvements.

Health and Safety

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.



Confidentiality

- To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected and recorded accurately.

Equality and Diversity

- To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner

Infection Prevention

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

Trust Dress Code

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties
- **Hand Hygiene**
 - Decontaminate your hands as per the 'The five moments of hand hygiene'
- **Own Practice**
 - Lead by example
 - Encourage and praise good practice
 - Be prepared to accept advice about your own practice
- **Decontamination**
 - Ensure that equipment you have been using or about to use has been decontaminated effectively
 - Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works
- **Trust Policies**

Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

Safeguarding Children, Young People and Adults with care and support needs

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality

All staff are responsible for ensuring they are familiar with and adhere to the Trust's policies, procedures and guidelines with regards to the Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality. This includes confidentiality, information security, cyber security, secondary use and management of records. Staff have a responsibility in protecting the "rights and freedom" of natural persons (i.e. live individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent. Processing includes holding, obtaining, recording, using and disclosing of information and applies to all forms of media, including paper and images. It applies to both patient and staff information Hence staff must ensure confidentiality is maintained at all times, data is recorded accurately and you only access this information as part of your job role.

Sustainability



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Green Plan (GP): 'Our 2025 Vision: Our Sustainable Future' with a vision to become the most sustainable NHS Trust by 2025. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

SWITCH to a Sustainable UHNM is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact switch@uhns.nhs.uk

Organisational Chart

Management Team	
Associate Director – Children's, Women's and Diagnostics (CWD) Division	Caroline Meredith
Clinical Director of Imaging	Dr. Elizabeth Gunning
Head of Imaging	Deonne Lee
Clinical Lead for Neuroradiology	Dr Jooly Joseph

Appointed Consultant Radiologists with a specialist interest in Neuroradiology		
Name	Qualification	FT / PT
Dr. Changez Jadun	FRCR	FT
Dr. Sanjeev Nayak	FRCR	FT
Dr. Jooly Joseph, Clinical Lead	FRCR	FT
Dr. Zafar Hashim	FRCR	FT
Dr. Kai Tsang	FRCR	FT
Dr. Muhammad Majeed	FRCR	FT
Dr. Mohamed El-Sayed	FRCR	FT

Each Consultant has access to office accommodation, this is on a shared basis, i.e. another consultant radiologist may have a reporting session while the resident consultant is off site. The appointee to this post will have secretarial support shared by other colleagues in the Imaging Directorate.

Person Specification

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
Qualifications:	<ul style="list-style-type: none"> Full registration with the GMC and eligible for entry on the specialist register within 6 months FRCR or equivalent training Clinical training and experience equivalent to that required for gaining entry on the General Medical Council (GMC) Specialist Register via one of the following: <ol style="list-style-type: none"> Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) Eligible for Certificate of Eligibility for Specialist Registration (CESR) European Community Rights 	<ul style="list-style-type: none"> Higher/additional degree Awards/distinctions whilst studying for 1st degree Academic and extracurricular achievements ALS certification
Clinical Experience & Training:	<ul style="list-style-type: none"> Neuroradiology subspecialty training Completed full time training in Radiology Ability to offer expert clinical opinion on a range of problems within speciality Willingness to develop skills to fit in with current establishment and service needs. Good writing and presentation skills Ability to organise and prioritise workload effectively. Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives. Ability to support the Clinical Director of Imaging. Ability to teach clinical skills to medical staff and students, and other disciplines 	<ul style="list-style-type: none"> Management Experience Head and neck imaging dedicated experience / fellowship Minor and medium spine and ultrasound guided neck intervention
Professional and Multidisciplinary Team Working:	<ul style="list-style-type: none"> Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives. Ability to support the Clinical Director of Imaging. 	<ul style="list-style-type: none"> Ability to teach clinical skills to medical staff and students, and other disciplines. Ability to apply research outcomes to clinical problems. An awareness of current speciality specific developments, initiatives and issues. Evidence of having undertaken original research
Academic Achievements, Research, Publications:	<ul style="list-style-type: none"> Interest in and willingness to develop teaching abilities and activities An awareness of current speciality specific developments, initiatives and 	<ul style="list-style-type: none"> Publications in peer reviewed journals

	issues <ul style="list-style-type: none"> • Experience of conducting Clinical Audit • Ability to use the evidence base and clinical audit to support decision-making. • Ability to organise and apply research outcomes and work within research Governance procedures. • Evidence of having undertaken original research 	
Management and Administrative Experience:	<ul style="list-style-type: none"> • Good leadership skills, communication and interpersonal skills • Ability to work flexibly • An enquiring and critical approach to work • Caring attitude to patients. • Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies. • Commitment to Continuing Medical Education and Professional Development. 	<ul style="list-style-type: none"> • Management Experience
Personal Attributes:	<ul style="list-style-type: none"> • Willingness to undertake a leadership role • Calm under pressure 	<ul style="list-style-type: none"> • Residence within 10 miles /30 minutes of the Hospital Centre • Holder of a full driving licence

INDICATIVE JOB PLAN – Consultant Neurodiagnostic Radiologist

Day and Session		Activity	Category/Location	Number of Programmed Activities
Monday	AM	8.30-1pm Head and Neck MDT AND / U/S / Reporting (On rotation)	DCC	1.125
	PM	1pm-5pm CT / MRI Reporting	DCC	1.0
Tuesday	AM	9am-1pm U/S / Reporting (County Hospital)	DCC	1.0
	PM	1pm-5pm CT Intervention / Reporting (County Hospital)	DCC	1.0
Wednesday	AM	Non-contracted		
	PM	Non-contracted		
Thursday	AM	9am-1pm Trust SPA (e.g. clinical audit, consultants meeting, appraisal)	SPA	1.0
	PM	1pm to 5pm CT / MRI Reporting / Stroke MDT	DCC	1.0
Friday	AM	9am-1pm CT / MRI Reporting	DCC	1.0
	PM	1pm-5pm CT / MRI Reporting	DCC	1.0
Saturday				
Sunday				
Predictable Emergency Work		1:7 weekday on call – predictable 2 hours	1:7 weekend – Predictable 18 hours	
Unpredictable Emergency Work		1:7 weekday on call – unpredictable 1 hour	1:7 weekend – unpredictable 3 hours	
On-call Arrangements and Category		<u>On-Call at 5% (Cat A)</u> 1:7 Weekday on call and 1:7 weekend Saturday or Sunday equating to 2.125 PA		2.125
Other		SPA – Flexible, no specific day – 4 hours per week Continuous Professional Development (CPD)	SPA	1.0
Total				11.25

This is an indicative job plan. Scheduling of sessions is by mutual agreement with the Clinical Director of Imaging on the start of employment, in alignment with service requirements and thereafter each year on an annual basis. Future opportunities exist for home reporting, flexible working, extended working day and weekend working. This is an exemplary job plan and could alter in line with the service needs. All job plans are reviewed on an annual basis.

MAIN TERMS AND CONDITIONS OF SERVICE

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements which include the Trust's Local Negotiating Committee for medical staffing issues.

Tenure

The appointment is a substantive, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

Salary

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £93,666 rising to £126,281. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

Annual Leave

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking annual leave.

Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

Registration

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

Conditions of Employment

The following conditions must be met before the Trust will confirm an offer of employment:

Verification of ID and Right to Work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

Disclosure and Barring Check: Protection of Children & Vulnerable Adults

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

References

It is a condition of employment that references are provided which are acceptable to the Trust.

Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

Professional Registration

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

Disruptive Incident & Business Continuity

The Trust needs to be able to plan for, and respond to a wide range of incidents and emergencies that could affect health or patient care. These could be anything from severe weather to an infectious disease outbreak or a major transport accident. All staff are required to have an awareness of the Trust's business continuity arrangements, as a minimum. All staff will be required to;

- To know how to identify a business continuity incident and the method for reporting;
- To have an awareness of local business continuity arrangements;
- To participate in awareness, training and exercises, as required;

In the event of a disruptive incident, all Trust employees will be required to attend work if they are fit and well and able to do so in line with a Trust risk assessment. Those who are clinically qualified will be required to work flexibly across the Trust to meet the service need in clinical areas. This will include front line clinical staff who will be expected to cover alternative duties as and when required in order to ensure that all essential services are maintained.

Signed Employee _____ Print _____ Date _____

Signed Manager _____ Print _____ Date _____

Applications process

Formal applications should be made through our website or via NHS Jobs.

If there are any problems / queries please contact the Medical Staffing Department on: 01782 671697 or email consultantrecruitment@uhnm.nhs.uk

Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Dr Elizabeth Gunning

Consultant Radiologist & Clinical Director

Email: Elizabeth.gunning@uhnm.nhs.uk

PA: Diane.heath@uhnm.nhs.uk

Tel: 01782 675864

Dr Jooly Joseph

Consultant Neuroradiologist

E-mail: jooly.joseph@uhnm.nhs.uk

PA: anne.walton@uhnm.nhs.uk

Tel: 01782 675862

Deonne Lee

Head of Imaging

E-mail: deonne.lee@uhnm.nhs.uk

PA: Diane.heath@uhnm.nhs.uk

Tel: 01782 675855 / 01782 675864

Signed Employee _____ Print _____ Date _____

Signed Manager _____ Print _____ Date _____